Teela FILED JAMES DAL BON CA BAR #157942 1 LAW OFFICES OF JAMES DAL BON 2009 MAY 23 P 1: 17 2 28 NORTH 1ST SUITE 210 SAN JOSE, CA 95113 TEL (408)297-4729 3 RICHARD W. WIEKING CLERK FAX (408)297-4728 U.S. DISTRICT COURT 4 NO. DIST. OF CA. S.J. ATTORNEY FOR PLAINTIFFS 5 6 UNITED STATES DISTRICT COURT 7 FOR THE 8 NORTHERN DISTRICT_OF CALIFORNIA 9 HECTOR ROMO, ISAI LANDA ARCILA, COMPLAINT FOR DAMAGES AND 10 OLGA ANGUIANO ESPINOZA DEMAND FOR JURY TRIAL: 1) Violation of California Labor Code 11 Plaintiffs, Section 510; 2) Violations of the Federal Fair Labor 12 Standards Act: VS. 3) Violation of California Business and 13 JOSE MUNOZ dba TAQUERIA Professions Code Section 17200; and 4) Violation of California Labor Code 14 CONSUELITO AND DOES 1-10 Section 201; and 5) Violation of California Labor Code 15 Defendants Section 226. 16 17 NATURE OF CLAIM 18 This is an action on behalf of HECTOR ROMO, ISAI LANDA ARCILA, OLGA ANGUIANO 19 ESPINOZA who have been employed on a hourly basis by JOSE MUNOZ dba TAQUERIA 20 CONSUELITO AND DOES 1-10 during VARIOUS PERIODS OF TIME prior to the filing of 21 this Complaint, seeking damages arising from employer's failure to pay overtime as required by 22 the Fair Labor Standards Act and the California Wage Orders and statutes. Plaintiff seeks 23 compensatory damages for unpaid wages under California Labor Code and Wage Orders, 24 liquidated damages under 29 U.S.C. §216(b), waiting time penalties under California Labor 25

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Code § 203, damages for inadequate pay statements under California Labor Code Section 226, and attorney's fees, costs, pre judgment interest pursuant to California Labor Code § 1194(a) and 29 U.S.C. § 216(b), and restitution under California Unfair Trade Practices Act under California Business and Professions Code § 17203.

PARTIES

- 1. At all times relevant herein, Plaintiff Hector Romo is an individual resident of Livermore, California.
- 2. At all times relevant herein, Plaintiff Isai Landa Arcila is an individual resident of Livermore, California.
- 3. At all times relevant herein, Plaintiff Olga Anguiano Espinoza is an individual resident of Livermore, California.
- 4. At all times relevant herein, Defendant Jose Munos, is the sole owner, operating a restaurant business in Livermore, California.
- 5. At all times relevant herein, Defendant Taqueria Consuelito, is a restaurant in Livermore, California.

Individual Defendants DOES 1-10, at all times relevant herein, are, according to information and belief, owners, managers, directors, associates, related to, or employees of JOSE MUNOZ dba TAQUERIA CONSUELITO AND DOES 1-10, having control over the Plaintiffs' work condition and work situation.

GENERAL ALLEGATIONS

- 6. At all times relevant herein, Plaintiffs were employees of defendants doing business as a range of different professions in Livermore, California.
- 7. Plaintiffs were according to information and belief, employee of Defendants acting in the normal course and scope of their employment as restaurant workers with Defendants.

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- 8. During the course of Plaintiffs' employment with Defendant, Plaintiffs regularly worked in excess of 40 hours per week.
- 9. Plaintiffs were paid on an hourly basis.
- 10. Plaintiffs did not perform "exempt" duties in their different assigned positions as cooks, butchers and a waitress with defendants and thus was not subject to any exemption under the Fair Labor Standards Act, 29 CFR 541.112, 541.209 and 541.209. The Plaintiffs did not even marginally responsible for management or administrative functions, and their primary job did not require them to exercise independent discretion and judgment or regularly require invention or imagination in a recognized field of artistic endeavor more than fifty percent of their working time.
- 11. At no time during the Plaintiff's employment did Plaintiffs maintain any professional license with the state or practice any recognized profession, nor did Plaintiffs exclusively manage any division of Taqueria Consuelito where they customarily and regularly exercised discretionary powers or perform services of management. Plaintiffs did not directly supervise any employees nor did they participate in the development of general administrative policies of Taqueria Consuelito.

COUNT ONE: VIOLATION OF CA LABOR CODE SECTION §510 FAILURE TO PROPERLY PAY OVERTIME WAGES

- 12. Plaintiffs re-allege and incorporate paragraphs 1-11 as if fully stated herein.
- 13. California Labor Code Section 501, applicable at all times relevant herein to Plaintiffs' employment by Defendants, provides that all employees are entitled to payment at the rate of time and one half for hours in excess of 8 in one day, or 40 hours in one week, and double time for hours in excess of 12 in one day.

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- 14. During the course of employment with Defendants, Plaintiffs regularly worked in excess of 8 hours a day and 40 hours per week, however Defendant's knowingly and willingly failed to pay Plaintiffs overtime wages as required by law.
- 15. California Labor Code Section 1194 provides that it is unlawful for employers not to make the required overtime payments identified in the preceding paragraph and that employees not paid such payments can recover any monies owed by civil action.
- 16. Defendants therefore owe Plaintiffs overtime wages not properly paid to Plaintiffs in an amount to be determined at trial.
- 17. Defendants have failed and refused and continue to fail and refuse to pay Plaintiffs the amount owed.
- 18. Defendants' failure to pay Plaintiffs the required sum violates the provisions of Labor Code Sections 510 and 1194 and is therefore unlawful.
- 19. Pursuant to Labor Code Section 1194(a), Plaintiffs requests that the court award Plaintiffs reasonable attorney's fees and costs incurred by them in this action.

COUNT TWO: VIOLATION OF THE FAIR LABOR STANDARDS ACT FAILURE TO PROPERLY PAY OVERTIME WAGES

- 20. Plaintiff re-alleges and incorporates paragraphs 1-19 as if fully stated herein.
- 21. At all relevant times herein, Plaintiffs' employment were subject to the provisions of the Fair Labor Standards Act of 1938, as amended ("FLSA"), 29 U.S.C. § 201, et seq. and Plaintiffs were individual employees covered by virtue of Plaintiffs' direct engagement in interstate commerce.
- 22. The FLSA, 29 U.S.C. § 207 requires all employees to be paid overtime for work performed in excess of forty hours per week, unless specifically exempted by the law.
- 23. Although Plaintiffs were not so exempt during employment with Taqueria Consuelito, defendants knowingly caused and permitted Plaintiffs to regularly work in excess of forty

hours per week without paying Plaintiffs one and one half of Plaintiffs' regular rate of pay.

- 24. By not paying overtime wages in compliance with the FLSA, defendants violated Plaintiffs' rights under the FLSA.
- 25. As a direct and proximate result of defendants' failure to pay proper wages under the FLSA, Plaintiffs incurred general damages in the form of lost overtime wages.
- 26. Defendants intentionally, with reckless disregard for their responsibilities under the FLSA, and without good cause, failed to pay Plaintiffs proper wages, and thus defendants are liable to Plaintiffs for liquidated damages in an amount equal to lost overtime wages, pursuant to 29 U.S.C. § 216(b) of the FLSA.
- 27. Defendants therefore owe Plaintiffs overtime not properly paid to Plaintiffs, in an amount to be determined at trial.
- 28. Plaintiffs were required to retain legal assistance in order to bring this action and, as such, is entitled to an award of reasonable attorney's fees pursuant to 29 U.S.C. § 216(b) of the FLSA.

COUNT THREE: VIOLATION OF CA LABOR CODE SECTION 201 FAILURE TO PAY WAGES DUE AND "WAITING TIME" PENALTIES

- 29. Plaintiffs re-allege and incorporate the allegations of paragraphs 1-28 as if fully stated herein.
- 30. At the time Plaintiffs' employment with Taqueria Consuelito, defendant's owed Plaintiffs certain unpaid overtime wages in amounts previously alleged.
- 31. Failure to pay wages owed at an employee's termination as required by Labor Code §201 subjects the employer the payment of a penalty equaling up to 30 days wages, as provided for in Labor Code § 203.

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- 32. As of this date, Defendants have failed and refused, and continue to fail and refuse, to pay the amount due, thus making defendants liable to Plaintiffs for penalties equal to thirty (30) days wages, in an amount to be determined at trial.
- 33. Pursuant to Labor Code Section 218.5, Plaintiffs requests that the court award Plaintiffs reasonable attorney's fees and costs incurred in this action.
- 34. Pursuant to Labor Code Section 218.6, Plaintiffs requests that the court award interest on all due and unpaid wages, at the legal rate specified by Civil Code Section 3289(b), accruing from the date the wages were due and payable.

COUNT FOUR: VIOLATION OF CA BUSINESS AND PROFESSIONS CODE **SECTION 17200 UNFAIR BUSINESS PRACTICES**

- 35. Plaintiffs re-allege and incorporate the allegations of paragraphs 1-34 as if fully stated herein.
- 36. At all times relevant herein, Plaintiffs' employment with defendants applicable Wage Orders promulgated by the California Industrial Welfare Commission, which required all employees to be paid overtime for work performed in excess of forty hours per week or eight hours per day, unless specifically exempted by law.
- 37. At all times relevant herein, as the employer of Plaintiff, defendants were subject to the California Unfair Trade Practices Act (California Business and Professions Code § §17000 et seq.), but failed to pay the Plaintiff overtime pay as required by applicable California Labor Code and applicable Wage Orders.
- 38. During the period Plaintiff was employed with Taqueria Consuelito defendants failed to pay Plaintiff legally required overtime pay to which he were legally entitled, with defendants keeping to themselves the amount which should have been paid to Plaintiffs.
- 39. In doing so, defendants violated California Unfair Trade Practices Act, Business and Professions Code §17200, et seq. by committing acts prohibited by applicable California

Labor Code provisions, California Wage Orders, and the FLSA, thus giving them a competitive advantage over other employers and businesses with whom defendants were in competition and who were in compliance with the law.

- 40. As a direct and proximate result of defendants' violations and failure to pay the required overtime pay, the Plaintiffs' rights under the law were violated and the Plaintiffs incurred general damages in the form of unpaid wages in an amount to be determined at trial.
- 41. Defendants had been aware of the existence and requirements of the Unfair Trade
 Practices Act and the requirements of State and Federal wage and hour laws, but
 willfully, knowingly, and intentionally failed to pay Plaintiffs overtime pay due.
- 42. Plaintiffs, having been illegally deprived of the overtime pay to which he were legally entitled, herein seeks restitution of such wages pursuant to the Business and Professions Code §17203 in an amount to be determined at trial.

COUNT FIVE: VIOLATION OF CALIFORNIA LABOR CODE SECTION 226 INADEQUATE PAY STATEMENTS

- 43. Plaintiffs re-allege and incorporate the allegations of paragraphs 1-42 as if fully stated herein.
- 44. California Labor Code Section 226 provides that all employers shall provide to employees accurate and complete wage statements including, but not to limited to, an accurate and current statement of all rates paid for all regular and overtime hours worked during the pay-period, a complete and itemized statement of deductions, net wages earned, the dates for which payment are being made, and the current address and name of the employer.
- 45. California Labor Code Section 226 further provides that any employee suffering injury due to a willful violation of the aforementioned obligations may collect the greater of

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- either actual damages or \$50 for the first inadequate pay statement and \$100 for each inadequate statement thereafter.
- 46. During the course of Plaintiffs' employment, defendants consistently failed to provide Plaintiff with adequate pay statements as required by California Labor Code §226.
- 47. Defendants failed to provide such adequate statements willingly and with full knowledge of their obligations under Section 226.
- 48. Defendants' failure to provide such adequate statements has caused injury to the Plaintiffs.
- 49. Plaintiffs are therefore legally entitled to recover actual damages caused by defendants' failure to provide proper records, in an amount to be determined at trial.
- 50. Plaintiffs has incurred costs and fees in bringing this action and seeks to recover such costs under California Labor Code §226.

COUNT SIX: VIOLATION OF CA LABOR CODE SECTION 226.7 FAILURE TO PROVIDE MEAL PERIODS

- 51. Plaintiffs re-allege and incorporate the allegations of paragraphs 1-50 as if fully stated herein.
- 52. At relevant times herein, Plaintiffs' employment with Defendants was subject to the provisions of California Labor Code § 226.7, which requires employers to provide employees a half-hour meal period for every five hours worked, unless expressly exempted.
- 53. During their employment with Defendants, Plaintiffs worked more than six hours per day, and were not provided meal periods as required by law.
- 54. Pursuant to California Labor Code section 226.7, plaintiffs are entitled to recover one additional hour of pay at each employee's regular rate of compensation, for each time that plaintiffs were not provided the required meal period.

55. Plaintiffs are therefore entitled to payment, in an amount subject to proof.

COUNT SEVEN: NEGLIGENT RETENTION, SUPERVISION AND TRAINING OF AN EMPLOYEE

- 56. Plaintiff incorporates each allegation set forth in paragraphs 1 through 55.
- 57. At times as mentioned in this complaint, Defendant negligently trained, retained and supervised his supervisory and administrative employees. Defendants failed to exercise reasonable care in the supervision, retention and training of employees including but not limited to failing to adequately supervise and train employees on the laws concerning the payment of wages and wage discrimination.
- 58. Defendant negligently failed to investigate the background of supervisory and administrative employees.and also failed to take reasonable steps to protect Plaintiffs' wages and Plaintiffs from wage discrimination.
- 59. Defendant failed to supervise his employees including but not limited to managing agents and their employees/agents knew or reasonably should have known that the conduct and acts of omission set forth above violated Plaintiffs rights under state and federal law.
- 60. Defendant knew or should have known that unless he intervened to protect Plaintiffs and to adequately supervise, regulate, or discipline the conduct of supervisory and administrative employees, he ratified the acts or omissions of supervisory and administrative employees.
- 61. As a result of the aforementioned behavior of Defendant, plaintiffs have suffered and continue to suffer damages, in the form of lost wages and other employment benefits, and severe emotional and physical distress, the exact amount of which will be proven at trial.
- 62. Defendants and each of them acted for the purpose of causing plaintiff to suffer financial loss and severe emotional distress and physical distress and are guilty of oppression and malice, justifying an award of exemplary and punitive damages.

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PRAYER FOR RELIEF

WHEREFORE, Plaintiffs prays for the following relief:

- 63. For compensatory damages per CA Labor Code §1194 for unpaid overtime wages in an amount to be determined;
- 64. For liquidated damages per the FLSA equal to unpaid overtime wages in an amount to be determined at trial;
- 65. For restitution of unpaid overtime pay pursuant to California Business and Professions Code §17203 in an amount to be determined at trial;
- 66. For waiting time penalty damages of thirty days wages to Plaintiffs, pursuant to California Labor Code § 203 in an amount to be determined at trial;
- 67. Damages and penalties for inadequate pay statements pursuant to California Labor Code Section 226 in an amount to be determined at trial;
- 68. For pre-judgment interest of 10% on the unpaid overtime compensation and unpaid salaries pursuant to California Labor Code §1194(a);
- 69. Plaintiffs asks the court to award reasonable attorney's fees pursuant to California Labor Code §1194(a) and 29 U.S.C. §216(b) of the FLSA;
- 70. For general damages in an amount subject to proof;
- 71. For special damages in an amount subject to proof;
- 72. For punitive damages
- 73. For costs of suit herein; and
- 74. For such other and further relief as the Court may deem appropriate.

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7	WAMES DAL BON
8	JAMES DAL BON LAW OFFICES OF JAMES DAL BON 28 NORTH 1 ST STREET
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COMPLAINT - 11

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CIVIL COVER SHEET

The JS-44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON PAGE TWO)

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SIGNATURE OF ATTORNEY OF RECORD

IX. DIVISIONAL ASSIGNMENT (CIVIL L.R. 3-2) (PLACE A "- " IN ONE BOX ONLY) Z SAN FRANCISCO/OAKLAND Z SAN JOSE